GR 200404101058460१ - 0100

Promotions

Principles to be observed in connection with from a lower to a higher grade, service or post.

GOVERNMENT OF MAHARASHTRA
General Administration Department
Resolution No. SRV-1074/D
Sachivalaya, Bombay-400 032,
Dated the 28th January 1975.

RESOLUTION OF GOVERNMENT

In supersession of the orders issued in Government Resolution, Political and Services Department, No.4099/34, dated the 18th December 1950 and Government Circular Memorandum, Political and Services Department No.4099/34, dated the 18th December 1950, Government in consultation with Maharashtra Public Service Commission is pleased to direct that the following principles should be observed in the matter of promotions from a lower to a higher grade, service or post.

(1) All promotions up to the first promotion to a Class I post should be on the principle of "Seniority subject to fitness" i.e. persons should be considered for promotion according to their seniority and they should be promoted in the order of their seniority provided they are considered fit for shouldering the higher responsibilities.

(2) Promotions above the first promotion to Class I should be by strict selection i.e. only those persons who possess positive merit and achieve tangible good results should be considered suitable for promotion irrespective to their seniority provided they fulfill the criteria of length of service prescribed if any.

(3) Promotions to the posts of Heads of Departments should be by only very strict selection on the same criteria as under (2) above and irrespective of the class of service to which they belong. Selection should depend on the competence and ability of the officer to inspire a sense of dynamism in the department and effect a stricter control.

(4) While considering persons for promotion by seniority subject to fitness as well as by selection, the cases of persons belonging to backward classes should be considered with special sympathy as laid down in Government Resolution, General Administration Department No. BAC-1057-J, dated the 7th January 1961.

(5) In the case of promotions on the principle of seniority subject to fitness, it should be ensured that the percentage reservation for certain sections of the backward classes of laid down in Government Resolution, General Administration Department No.BCC-1072-J, dated the 23rd May 1974, is strictly observed.

(6) In the case of promotions by selection, interse seniority of the officers who are considered fit for promotion should be maintained subject to grant of accelerated promotion to those who possess an outstanding record.

2. All Departments of the Secretariat should ensure that the above principles are strictly observed while effecting promotions, they are also requested to ensure that an officer belonging to one of the backward classes, if available, is nominated on each of the Departmental promotion Committee. Each Department in consultation with General Administration Department should issue detailed instructions on the manner in which these orders will be implemented by each department or organisation under it.

By order and in the name of the Governor of Maharashtra.

Sd/-

D.D. SATHE
Chief Secretary to the Government of Maharashtra,
General Administration Department.

To

The Secretary to the Governor,
The Secretary to the Chief Minister,
The Personal Assistants to all Ministers and Ministers of State,
The Accountant General, Maharashtra I, Bombay,
The Accountant General, Maharashtra II, Nagpur,
The Secretary, Maharashtra Public Service Commission, Bombay,
The Secretary, Maharashtra Legislature Secretariat, Bombay,
The Prothonotary and Senior Master, High Court, Bombay,
(By letter)
The Registrar, High Court, Appellate Side, Bombay,
(By letter)
All other Heads of Departments and Heads of Offices under the several Departments of the Secretariat,
All Departments of the Secretariat.

No. of 1975,

Copy forwarded for information and guidance to ____________